

CITY HALL LETTER JULY 10, FOR COUNCIL MEETING JULY 17

I would like to address some issues that I feel are very important. I thank you in advance of your attention and consideration. My remarks are addressed mostly to you as council members.

1. **REAPPOINTMENT OF POLICE CHIEF, RECORDER, TREASURER:**

Why has this council not reappointed the Police Chief, Recorder, and Treasurer. This is a requirement that it is done each year? The mayor has the responsibility of making these appointments and then council votes their approval or disapproval.

These employees are of a special breed. They are called "at will" employees. How would you like to live and work in a situation where everyday you have no assurance of a livelihood.? If someone is elected as mayor and doesn't like you as an individual or has had disagreements in the past with you or a personality conflict, he (mayor) can decide he is going to get rid of you. All he has to do is say you are gone in two weeks. Can you imagine what the Police Chief, Recorder, and Treasurer feel every day. Try looking at well over 20 years each of service.

Where are the performance plans? Has anyone on this council ever sat and discussed with each employee(whether full time, part time or at will) how they are doing towards their goals, expectations, and performance? Do you not care about them, are they just nobodies? How do they feel about the relationship you have with them.? How do they feel about you.?

Has the performance policies and job responsibility job descriptions been given to each employee, as well as getting city council approval. I could not find in the records of the agenda or minutes that this has been done.

Any boss, who was ever a good boss, always communicates with the employees who are under his supervision. First you identify the problem, then go to the individual with the fact, you discuss both sides of the situation. Then a decision is made on how to improve and or correct the situation. After all that you both work on how to make sure things will be running smoothly. If discipline is necessary you work together on removing the write up. If this happens again, then a letter of warning is given and a discussion with the employee. Then the action will be taken as necessary. You never wait to solve a problem. Take care of it as soon as it is discovered.

We owe a lot to these people, who every day go and do their jobs, so we don't have to worry. We trust that they will keep us as citizens safe from harm. They volunteer extra time in our community so they can help save money on the budget. Have you ever thought of thanking them for what they have done.

Have you noticed a large turnover in some of our employees in the last few years?